GOVERNMENT OF INDIA
HUMAN RESOURCE DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:1976
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Human Resource Development Challenges
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Will the Minister of HUMAN RESOURCE DEVELOPMENT be pleased to state:

(a) the details of action taken by the Government in overcoming the Human Resource (HR) Development challenges in the country;
(b) whether the Government proposes to improve the weak education system and if so, the action taken by the Government in this regard;
(c) whether the Government proposes to give compulsory training to all employees so as to strengthen the HR Development and if so, the details thereof;
(d) whether the Government also proposes to provide sufficient opportunity to the employees for educational advancement and if so, the details thereof; and
(e) whether the Government further proposes to give more financial assistance to State to strengthen the education system and HR Development of employees and if so, the details thereof?

Answer

MINISTER OF STATE IN THE MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DR. MAHENDRA NATH PANDEY)
(a) to (e): The vision of the Ministry is to realize India's human resource potential to its fullest in the education sector with equity and inclusion. To realize its vision, the Ministry implements various schemes/programmes throughout the country which include Central Sector Schemes, Centrally Sponsored Schemes and Externally Aided Projects. The 42nd Constitutional Amendment, 1976 brought about a fundamental change by transferring education from the State List to the Concurrent List recognizing the federal structure of our country and giving equal responsibility to both the Central and State Governments to promote education. For universalization of elementary education, expanding access to secondary education and strengthening higher education across the country, several schemes, such as Sarva Shiksha Abhiyan (SSA), Rashtriya Madhyamik Shiksha Abhiyan (RMSA) and Rashtriya Uchchatar Shiksha Abhiyan (RUSA) are being implemented as Centrally Sponsored Schemes in partnership with State Governments.
Presently, the Government is in the process of formulating a New Education Policy (NEP) to meet the changing dynamics of the population's requirement with regard to quality education, innovation and research, aiming to make India a knowledge superpower by equipping its students with the necessary skills and knowledge and to eliminate the shortage of manpower in science, technology, academics and industry. The five pillars of NEP would be Accessibility, Equity, Affordability, Quality and Accountability.
The Department of Personnel & Training (DoPT), in consultation with each Ministry/Department, formulated the National Training Policy (NTP), 2012 for development of the human resources of the Government wherein it has been stressed that it is essential to match individuals' competencies with the jobs they have to do and bridge competency gaps for current and future roles through training of the employees. Further, career progression has also been linked to training of employees. One of the basic objectives of the NTP is to achieve "Training for All". Further, to make training and learning opportunities available to a larger section of the government functionaries, DoPT has launched Distance and E-learning Programmes for Government Employees.
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